



Australian Bureau of Statistics

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Summary

Contents



Introduction

Includes: **Available Products, Further Information and Data Available on Request**

Survey Methodology

Includes: **Scope and Coverage, Survey Design, Data Collection Methodology, Weighting, Benchmarking and Estimation, Reliability of Estimates, Seasonal Factors and More Information**



File Structure

Includes: **Weights and Estimation, Standard Errors and Not Applicable Categories**



Using the CURF

Includes: **About the CURF, Identifiers, Basic CURF File Contents and Expanded CURF File Contents**



About the Data Item Lists

Includes: **Data Item Lists for the CURFs**



Conditions of Use

Includes: **User Responsibilities, Conditions of Sale, Price, How to Apply for Access and Australian Universities**

Introduction

INTRODUCTION

This product provides a range of information about the release of microdata from the February 2012 Labour Force Survey (LFS) and the February 2012 Labour Mobility Survey including details about the survey methodology and how to use the CURF. Data item lists and information on the conditions of use and the quality of the microdata as well as the definitions used are also provided.

Microdata are the most detailed information available from a survey and are generally the responses to individual questions on the questionnaire or data derived from two or more questions and are released with the approval of the Australian Statistician.

AVAILABLE PRODUCTS

The following microdata products are available from this survey:

- Basic CURF on CD-ROM. The Basic CD-ROM allows approved users interactive access in the user's own environment (via a CD-ROM/DVD);
- Expanded CURF via the RADL. Expanded CURFs allow more detail to be presented for some data items, for example, age, geography, industry and occupation.

Further information about these services, and other information to assist users in understanding and accessing CURFs in general, is available from the CURF Microdata Entry Page on the ABS web site.

Before you apply for access, users should read and familiarise themselves with the information contained in this product and the User Manual: Responsible Use of ABS CURFs.

To apply for access press the green button below.



FURTHER INFORMATION

Further information about the survey and the microdata products can be found in this product:

- A detailed list of data items for the Basic CURF and the Expanded CURF are available on the Downloads tab;
- The Quality Declaration, Abbreviations and Glossary relating to these products can be found on the Explanatory Notes tab;
- Other related products can be found on the Related Information tab.

DATA AVAILABLE ON REQUEST

Data obtained in the survey but not contained on the CURF may be available from the ABS, on request, as statistics in tabulated form.

Subject to confidentiality and sampling variability constraints, special tabulations can be produced incorporating data items, populations and geographic areas selected to meet individual requirements. These are available on request, on a fee for service basis. Contact the National Information and Referral Service on 1300 135 070 or client.services@abs.gov.au for further information.

Survey Methodology

SURVEY METHODOLOGY

SCOPE AND COVERAGE

SURVEY DESIGN

DATA COLLECTION METHODOLOGY

WEIGHTING, BENCHMARKING AND ESTIMATION

RELIABILITY OF ESTIMATES

SEASONAL FACTORS

MORE INFORMATION

SCOPE AND COVERAGE

The scope of the Labour Force Survey (LFS) is people aged 15 years and over and excludes the following:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the census and estimated population counts;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

Additional exclusions for the Labour Mobility Survey are:

- students at boarding schools;
- institutionalised persons (e.g. patients in hospitals; residents of homes, such as retirement homes and homes for persons with disabilities; and inmates of prisons); and
- people living in Indigenous communities in very remote parts of Australia.

In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and has only one chance of selection in the survey.

SURVEY DESIGN

The sample for the February 2012 LFS consisted of 56,489 respondents in 36,812 households. The Labour Mobility Survey was conducted as a supplementary to the LFS. After sample loss, the sample included 32,119 respondents in 28,117 households.

Supplementary surveys are not conducted using the full LFS sample. The sample for the Labour Mobility survey was seven-eighths of the LFS sample.

DATA COLLECTION METHODOLOGY

Data were collected by trained interviewers, who conducted computer-assisted personal and telephone interviews at selected private and non-private dwellings throughout Australia. These interviews were primarily conducted during the two weeks ending Saturday, 18 February, 2012 with any follow up activity necessary undertaken during the following two weeks.

The publication, Labour Force, Australia (cat. no. 6202.0), contains information about survey design, sample redesign, scope, coverage and population benchmarks

relevant to the monthly LFS, which also applies to the supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about interviewing which are relevant to both the monthly LFS and supplementary surveys.

WEIGHTING, BENCHMARKING AND ESTIMATION

Weighting

Weighting is the process of adjusting results from a sample survey to infer results for the total population. To do this, a 'weight' is allocated to each sample unit. The weight is a value which indicates how many population units are represented by the sample unit.

The first step in calculating weights for each person is to assign an initial weight, which is equal to the inverse of the probability of being selected in the survey. For example, if the probability of a person being selected in the survey was 1 in 300, then the person would have an initial weight of 300 (that is, they represent 300 people).

Separate weights were calculated for LFS and Labour Mobility Survey samples (as some units were in scope for LFS but not for the Labour Mobility Survey). The LFS weighting method ensures that LFS estimates conform to the benchmark distribution of the population by age, sex and geographic area, and also LFS region by sex (two sets of benchmarks). Weights are allocated to each sample respondent according to their state/territory of selection, state/territory of usual residence, part of state of usual residence, age group and sex.

[Back to top](#)

Benchmarking

The weights were calibrated to align with independent estimates of the population, referred to as benchmarks, in designated categories of sex by age by area of usual residence. Weights calibrated against population benchmarks ensure that the survey estimates conform to the independently estimated distribution of the population rather than to the distribution within the sample itself. Calibration to population benchmarks helps to compensate for over or under-enumeration of particular categories of persons which may occur due to either the random nature of sampling or non-response.

The Labour Mobility Survey is benchmarked to LFS estimates for the following variables: state of usual residence, part of state of usual residence, sex, age group, full-time or part-time status of employment and labour force status.

Benchmarking to LFS estimates accounts for the one eighth of the sample where the Labour Mobility Survey is not conducted and for non-respondents to the Labour Mobility Survey. The Labour Mobility Survey weighting excludes all residents in institutions, boarding schools, and very remote areas because the sample scope excludes these people.

Due to differences in scope and sample size between this supplementary survey and that of the LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

Estimation

Survey estimates of counts of persons are obtained by summing the weights of persons with the characteristic of interest. Estimates of non-person counts (e.g. days away from work) are obtained by multiplying the characteristic of interest with the weight of the reporting person and aggregating.

RELIABILITY OF ESTIMATES

All sample surveys are subject to error which can be broadly categorised as either sampling error or non-sampling error.

Sampling error occurs because only a small proportion of the total population is used to produce estimates that represent the whole population. Sampling error can be reliably measured as it is calculated based on the scientific methods used to design surveys. Non-sampling error can occur at any stage throughout the survey process. For example, persons selected for the survey may not respond (non-response); survey questions may not be clearly understood by the respondent; responses may be incorrectly recorded by interviewers; or there may be errors when coding or processing the survey data.

[Back to top](#)

Sampling error

One measure of the likely difference between an estimate derived from a sample of persons and the value that would have been produced if all persons in scope of the survey had been included, is given by the Standard Error (SE) which indicates the extent to which an estimate might have varied by chance because only a sample of persons was included. There are about two chances in three (67%) that the sample estimate will differ by less than one SE from the number that would have been obtained if all persons had been surveyed and about 19 chances in 20 (95%) that the difference will be less than two SEs.

Another measure of the likely difference is the Relative Standard Error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

Generally, only estimates (numbers, percentages, means and medians) with RSEs less than 25% are considered sufficiently reliable for most purposes. In ABS publications, estimates with an RSE of 25% to 50% are preceded by an asterisk (e.g. *15.7) to indicate that the estimate should be used with caution. Estimates with RSEs over 50% are indicated by a double asterisk (e.g. **2.8) and should be considered unreliable for most purposes.

In addition to the main weight (as outlined earlier), each record on the CURF also contains two sets of 30 'replicate weights' (one set is applicable to the Labour Mobility Survey and the other, to the LFS). The purpose of these replicate weights is to enable the calculation of the standard error on each estimate produced. This method is known as the 30 group Jackknife variance estimator.

The basic concept behind this replication approach is to select different sub-samples repeatedly (30 times) from the whole sample. For each of these sub-samples the statistic of interest is calculated. The variance of the full sample statistics is then estimated using the variability among the replicate statistics calculated from these sub-samples. As well as enabling variances of estimates to be calculated relatively simply, replicate weights also enable unit record analyses such as chi-square and logistic regression to be conducted which take into account the sample design.

Further information about RSEs and how they are calculated can be referenced in the section on Standard Errors under File Structure in this product and the Technical Note of Labour Mobility, Australia, February 2012 (cat. no. 6209.0).

[Back to top](#)

Non-sampling error

Non-sampling error may occur in any collection, whether it is based on a sample or a full count such as a census. One of the main sources of non-sampling error is non-response by persons selected in the survey. Non-response occurs when persons cannot or will not cooperate, or cannot be contacted. Non-response can affect the reliability of results and can introduce a bias. The magnitude of any bias depends upon the rate of non-response and the extent of the difference between the characteristics of those persons who responded to the survey and those that did not.

Every effort was made to reduce non-response and other non-sampling errors by careful design and testing of the questionnaire, training and supervision of interviewers, and undertaking extensive editing and quality control procedures at all stages of data processing.

SEASONAL FACTORS

Estimates are based on information collected in the survey month, and, due to seasonal factors, they may not be representative of other months of the year.

MORE INFORMATION

Further information on the survey methodology can be found in:

- Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001);
- Information Paper: Labour Force Survey Sample Design, November 2007 (Third edition) (cat. no. 6269.0);
- Labour Force Survey Standard Errors, 2005 (cat. no. 6298.0); and
- Information Paper: Questionnaires Used in the Labour Force Survey, 2004 (cat. no. 6232.0).

[Back to top](#)

File Structure

FILE STRUCTURE

WEIGHTS AND ESTIMATION

STANDARD ERRORS

NOT APPLICABLE CATEGORIES

WEIGHTS AND ESTIMATION

As the survey was conducted on a sample of households in Australia, it is important to take account of the method of sample selection when deriving estimates from the CURF. This is particularly important as a person's chance of selection in the survey varied depending on the state or territory in which they lived.

Each person record contains two weights, a Labour Force Survey (LFS) weight called LFSWTD and a Labour Mobility Survey weight called FINPRSWT. These weights indicate the number of people in the civilian population represented by that person. There are two weights because the scope of the LFS is different to the scope of the Labour Mobility Survey. For data items that are only applicable to the Labour Mobility Survey, it is important to use the Labour Mobility Survey weight, FINPRSWT. Users should take care to ensure the appropriate weight is used for analysis. The Data Items List is available on the Downloads tab.

The LFS weight, LFSWTD, is available on all records on the CURF. The Labour Mobility Survey weight, FINPRSWT, appears on 32,119 records. The estimates in the Labour Mobility Survey publication are based on a subset of these records, that is persons who worked at some time during the year ending February 2012. Therefore when using FINPRSWT, in order to match published Labour Mobility Survey estimates, the filter CURFPOP1=1 must be used.

Where estimates are derived from the CURF, it is essential that they are calculated by adding the weights of persons in each category and not just by counting the number in each category. If each person's 'weight' is ignored, then no account would be taken of a person's chance of selection or of different response rates across population groups, and the resulting estimates could be significantly biased and would only represent distributions within the actual selected sample and not the population of interest. The application of weights will ensure that the subsequent estimates conform to an independently estimated distribution of the population by age and sex, rather than to the age and sex distribution within the sample itself.

For further information see the Explanatory Notes in the publications Labour Force, Australia (cat. no. 6202.0) and Labour Mobility, Australia, February 2012 (cat. no. 6209.0).

STANDARD ERRORS

Standard errors for each estimate produced from this CURF can be calculated using the replicate weights provided on the file.

Each person record contains two sets of 30 replicate weights. Replicate weights applicable to LFS data items contain the prefix 'WPM01' and those applicable to Labour Mobility Survey data items contain the prefix 'WPX02'. By using these weights, it is possible to calculate standard errors for weighted estimates produced from the microdata. This method is known as the 30 group Jack-knife variance estimator. For data items that are only applicable to the Labour Mobility Survey, refer to About the Data Items List.

Under the Jackknife method of replicate weighting, weights were derived as follows:

- 30 replicate groups were formed with each group formed to mirror the overall sample (where units from a collection district all belong to the same replicate

- group and a unit can belong to only one replicate group)
- one replicate group was dropped from the file and then the remaining records were weighted in the same manner as for the full sample
- records in that group that were dropped received a weight of zero.

This process was repeated for each replicate group (i.e. a total of 30 times). Ultimately each record had 30 replicate weights attached to it with one of these being the zero weight.

Replicate weights enable variances of estimates to be calculated relatively simply. They also enable unit records analyses such as chi-square and logistic regression to be conducted which take into account the sample design. Replicate weights for any variable of interest can be calculated from the 30 replicate groups, giving 30 replicate estimates. The distribution of this set of replicate estimates, in conjunction with the full sample estimate (based on the general weight) is then used to approximate the variance of the full sample.

To obtain the standard error of a weighted estimate y , the same estimate is calculated using each of the 30 replicate weights. The variability between these replicate estimates (denoting $y(g)$ for group number g) is used to measure the standard error of the original weighted estimate y using the formula:

$$SE(y) = \sqrt{(29/30) \sum_{g=1}^{30} (y(g) - y)^2}$$

Where:

g = the replicate groups

$y(g)$ = the weighted estimate, having applied the weights for replicate group 'g'

y = the weighted estimate from the full sample.

The 30 group Jack-knife method can be applied not just to estimates of population total, but also where the estimate y is a function of estimates of population total, such as a proportion, difference or ratio. For more information on the 30 group Jack-knife method of SE estimation, see Research Paper: Weighting and Standard Error Estimation for ABS Household Surveys (Methodology Advisory Committee), July 1999 (cat. no. 1352.0.55.029).

Use of the 30 group Jack-knife method for complex estimates, such as regression parameters from a statistical model, is not straightforward and may not be appropriate. The method as described does not apply to investigations where survey weights are not used, such as in unweighted statistical modelling.

[Back to top](#)

The following table has been provided to enable CURF users to check some of the relative standard errors they have produced.

Persons who were working at February 2012 aged 15 years and over, Duration and change in employer/business

	Persons '000	Relative Standard Error %
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Duration with employer/business at February 2012

Under 12 months	2 265.7	1.4
Under 3 months	650.0	2.2
3 and under 6 months	613.8	3.0
6 and under 12 months	1 002.0	1.9
One year or more with current employer/business	9 127.8	0.5
1 and under 2 years	1 303.9	2.1
2 and under 3 years	1 150.7	1.8
3 and under 5 years	1 669.5	1.6
5 and under 10 years	2 115.5	1.4
10 and under 20 years	1 740.2	1.6
20 years and over	1 148.1	1.5
Whether changed employer/business in the last 12 months (a)		
Changed employer/business in the last 12 months	1 205.1	1.9
Did not change employer/business in the last 12 months	1 060.6	2.6
Total	11 393.6	0.3

(a) Refers only to persons who have worked with their current employer/business for less than 12 months.

NOT APPLICABLE CATEGORIES

Many data items included in the microdata include a 'Not applicable' category. The classification value of the 'Not applicable' category, where relevant, are shown in the relevant data item lists available on the Downloads tab.

[Back to top](#)

Using the CURF

USING THE CURF

ABOUT THE CURF

IDENTIFIERS

BASIC CURF FILE CONTENTS

EXPANDED CURF FILE CONTENTS

ABOUT THE CURF

The data included in the 2012 Labour Force Survey (LFS) and Labour Mobility Survey, Basic and Expanded CURFs are released under the provisions of the **Census and Statistics Act 1905**. This legislation allows the Australian Statistician to release unit record data, or microdata, provided this is done “in a manner that is not likely to enable the identification of a particular person or organisation to which it relates.”

The ABS ensures the confidentiality of the data by:

- removing name, address and any other information that might uniquely identify

any individual

- changing a small number of values - particularly unusual values - and removing very unusual records
- controlling the detail available for all records on the Basic and Expanded CURF
- excluding some data items that were collected
- controlling the modes of access to restrict access to more detailed data
- placing restrictions on how the data are used, supported by both information in the User Manual: Responsible Use of ABS CURFs, the undertaking signed by the head of each organisation and the terms and conditions signed by each user.

As a result, data on the Basic and Expanded CURFs will not exactly match other previously published estimates. Any changes to the distribution of values are not significant and the statistical validity of aggregate data is not affected.

IDENTIFIERS

Each person has a unique random identifier - ABSPID.

BASIC CURF FILE CONTENTS

The 2012 LFS and Labour Mobility Survey Basic CURF can be accessed on CD-ROM and is available in SAS, SPSS and STATA formats. The CURF comprises the following files:

Data files

- MOB12B.CSV: This file contains the raw confidentialised survey data in hierarchical comma delimited ASCII text format
- SAS FILE: MOB12B.SAS7BDAT contains the CURF data in SAS format
- SPSS FILE: MOB12B.SAV contains the CURF data in SPSS format
- STATA FILE: MOB12B.DTA contains the CURF data in STATA format

Information files

- DATA ITEMS LIST: contains all the data items, including details of categories and code values, that are available on the Basic CURF
- FORMATS FILE: FORMATS.sas7bcat is a SAS library containing formats
- FREQUENCY FILES: The following frequency files contain documentation of the person level data. Data item code values and category labels are provided with frequencies of each value. These files are in plain text format.
 - FREQUENCIES_LFSWTD_MOB12B.txt
 - FREQUENCIES_UNWTD_MOB12B.txt
 - FREQUENCIES_SUPWTD_MOB12B.txt
- IMPORTANT INFORMATION PDF: This PDF describes the contents of the CD-ROM and provides links to supporting CURF documentation.

[Back to top](#)

EXPANDED CURF FILE CONTENTS

The 2012 LFS and Labour Mobility Survey Expanded CURF can be accessed on the RADL and ABSDL and is available in SAS, SPSS and STATA formats. The Expanded CURF comprises the following files:

Data files

- SAS FILE: MOB12E.SAS7BDAT contains the CURF data in SAS format
- SPSS FILE: MOB12E.SAV contains the CURF data in SPSS format
- STATA FILE: MOB12E.DTA contains the CURF data in STATA format

Information files

- DATA ITEMS LIST: contains all the data items, including details of categories and code values, that are available on the Basic CURF
- FORMATS FILE: FORMATS.sas7bcat is a SAS library containing formats
- FREQUENCY FILES: The following frequency files contain documentation of the person level data. Data item code values and category labels are provided with frequencies of each value. These files are in plain text format
 - FREQUENCIES_LFSWTD_MOB12E.txt
 - FREQUENCIES_UNWTD_MOB12E.txt
 - FREQUENCIES_SUPWTD_MOB12E.txt

[Back to top](#)

About the Data Items List

ABOUT THE DATA ITEMS LIST

The Labour Mobility 2012 survey comprised a questionnaire containing 7 modules and approximately 60 questions.

The following LFS data items are available on the CURF:

- State/territory;
- Capital city/balance of state;
- Sex;
- Social marital status;
- Relationship in household;
- Year of arrival;
- Country of birth;
- Age;
- Labour force status at February 2012;
- Status in employment at February 2012;
- Full-time or part-time status at February 2012;
- Occupation at February 2012; and
- Industry at February 2012.

All other data items are only available for the Labour Mobility Survey sample. Users intending to purchase the CURF should ensure that the data they require, and the level of detail they need, are available in these products.

The Basic CURF file contains 65 data items and the Expanded CURF file contains 66 data items. The data items lists for the Basic and Expanded CURF, including relevant population and classification details, can be found in the Excel spreadsheet available from the Downloads tab. The data item spreadsheet has 9 worksheets:

- Contents
- Populations
- Record Identifiers & Weights
- Demography
- Education
- Labour Force Characteristics
- Leave Entitlements
- Hours Worked
- Industry & Occupation

The MOB12 Basic and Expanded CURFs contain **56,489** confidentialised respondent records from the survey. Subject to the limitations of the sample size and the data classifications used, it is possible to interrogate the CURF, produce tabulations and undertake statistical analyses to individual specifications.

[Back to top](#)

BASIC CURF DATA ITEM CHANGES IN 2012

The following table outlines differences to the 2012 Basic CURF for the CURF produced for 2010.

Data Item label	2012 Basic CURF	2010 Basic CURF
Change of employer/business	CHEMPBUSC: Now shows main categories only (ie whether changed employer, did not change employer or currently not employed)	CHEMPBUSC: Details number of changes in employer/business

EXPANDED CURF DATA ITEM CHANGES IN 2012

The following table outlines differences to the 2012 Expanded CURF for the CURF produced for 2010.

Data Item label	2012 Expanded CURF	2010 Expanded CURF
Change of Employer/Business	CHEMPBUSC: Now shows main categories only (ie whether changed employer, did not change employer or currently not employed)	CHEMPBUSC: Details number of changes in employer/business
Year of Arrival	BIRTAREC: Arrival categories extended to 'Arrived 2001-2005' and 'Arrived 2006 to year of collection'	BIRTAREC: Most recent arrival category is 'Arrived 2001 to year of collection'

COMPARISON BETWEEN THE 2012 BASIC AND EXPANDED CURFS

The differences between the 2012 Basic and Expanded CURFs are detailed in the table below. Note that the identifiers for some data items differ between the Basic and Expanded CURFs due to the differences in the presentation of data items. Therefore, caution should be exercised if using both the Basic and Expanded CURFs.

The key differences between data items in the 2012 Basic and Expanded CURFs are:

A number of data items are presented as ranges on the Basic CURF and as continuous values on the Expanded CURF, e.g. age and usual hours, this is to align with current ABS standards for CURFs;

- State/territory - The NT and ACT have been combined into 'Balance of Australia' on the Basic CURF;
- Country of birth - A second item with more detail is available on the Expanded CURF;
- Year of Arrival - More detail is available on the Expanded CURF;
- Occupation at February 2011, Occupation at February 2012, Occupation of last job, Previous occupation with current employer/business - The Basic CURF presents Major group level only, while the Expanded CURF presents Sub-major group level; and
- Industry at February 2011, Industry at February 2012, Industry of last job - The Basic CURF presents Division level only, while the Expanded CURF presents Sub-division level.

The February 2012 Labour Force Survey (LFS) and Labour Mobility Survey Basic CURF is distributed on a single CD-ROM and via RADL. The LFS and Labour Mobility Survey Expanded CURF is distributed via RADL only.

[Back to top](#)

Comparison between the 2012 Basic and Expanded CURFs, Key differences in the presentation of data items

Data item label	Basic CURF	Expanded CURF
State/territory	STATEURC: NT and ACT combined as 'Balance of Australia'	STATUREC: All states/territories listed separately
Relationship in household	LMRHHCF: With or without dependents not separated for Husband, wife or partner, and Lone parent categories	RELHHEC: With or without dependents separated for Husband, wife or partner, and Lone parent categories
Year of arrival	BIRTHARC: Born in Australia, Arrived 1985 and before, Arrived 1986-1995, Arrived 1996 to year of collection	BIRTAREC: Born in Australia, Arrival years grouped commencing 1955 and before, then in 5 year groups until 2005, and 2006 to year of collection
Country of birth (2)	Not on dataset, see Country of birth (1) COBCURF	COBEC: Top 10 countries then major groups
Age	AGEBCB : single years for 15-24 and 55-64. 5 year range categories for 25-54 and 65-79.	AGEEC: Single years. Top coded at 85 years and over

Level of highest educational attainment	Top coded at 80 years and over LMASCEDC: Coded to 12 categories	EDATTC: Coded to 13 categories
Level of highest non-school qualification	HIGHNSQC: Coded to 8 categories	EDATNSCF: Coded to 9 categories
Usual hours worked at February 2012	HRAWMJCF: Ranged hours. Top coded at 60 hours and over	HRAWMJEC: Bottom coded 1-5 hours, single hours from 6-59 hours, top coded at 60 hours and over
Occupation at February 2012	OCURMAJC: 8 major group categories	OCURSMEC: 51 sub-major group categories
Industry at February 2012	INDCRDIV: 9 division categories	INDCRSEC: 66 sub-division categories
Previous occupation with current employer/business	OCCHACRF: 8 major group categories	PROCSMEC: 51 sub-major group categories
Previous usual hours worked with current employer/business	PREVHRSC: Ranged hours. Top coded at 60 hours and over	PREVHREC: Bottom coded 1-5 hours, single hours from 6-59 hours, top coded at 60 hours and over
Usual hours worked in last job	HRQ135DC: 5 hour ranges from 1-39, then 40 hours, then 5 hour ranges from 41-49, then 50-59 hours. Top coded at 60 hours and over	HRQ135DE: Bottom coded 1-5 hours, single hours from 6-59 hours, top coded at 60 hours and over
Occupation of last job	OCLJMAJ: 8 major group categories	OCLJSMEC: 51 sub-major group categories
Industry of last job	INDLJDIV: 19 division categories	INDLJSEC: 66 sub-division categories
Usual hours worked at February 2011	USHRLFC: Ranged hours. Top coded at 60 hours and over	USHRLFEC: Bottom coded 1-5 hours, single hours from 6-59 hours, top coded at 60 hours and over
Occupation at February 2011	OCLYMAJC: 8 major group categories	OCLYSMEC: 51 sub-major group categories
Industry at February 2011	INDLYDIV: 19 division categories	INDLYSEC: 66 sub-division categories

[Back to top](#)

Conditions of Use

CONDITIONS OF USE

USER RESPONSIBILITIES

The **Census and Statistics Act 1905** includes a legislative guarantee to respondents that their confidentiality will be protected. This is fundamental to the trust the Australian public has in the ABS, and that trust is in turn fundamental to the excellent quality of ABS information. Without that trust, survey respondents may be less forthcoming or truthful in answering our questionnaires. For more information, see 'Avoiding inadvertent disclosure' and 'Microdata' on our web page [How the ABS keeps](#)

your information confidential.

CURF data

The release of CURF data is authorised by Clause 7 of the Statistics Determination made under subsection 13(1) of the **Census and Statistics Act 1905**. The release of a CURF must satisfy the ABS legislative obligation to release information in a manner that is not likely to enable the identification of a particular person or organisation.

This legislation allows the Australian Statistician to approve release of unit record data. All CURFs released have been approved by the Statistician. Prior to being granted access to CURFs, each organisation's Responsible Officer must submit a CURF Undertaking to the ABS. The CURF Undertaking is required by legislation and states that, prior to CURFs being released to an organisation, a Responsible Officer must undertake to ensure that the organisation will abide by the conditions of use of CURFs. Individual users are bound by the undertaking signed by the Responsible Officer.

All CURF users are required to read and abide by the conditions and restrictions in the User Manual: Responsible Use of ABS CURFs. Any breach of the CURF Undertaking may result in withdrawal of service to individuals and/or organisations. Further information is contained in the Consequences of Failing to Comply web page.

CONDITIONS OF SALE

All ABS products and services are provided subject to the ABS Conditions of Sale. Any queries relating to these Conditions of Sale should be emailed to intermediary.management@abs.gov.au.

PRICE

Microdata access is priced according to ABS Pricing Policy and Commonwealth Cost Recovery Guidelines. For details refer to ABS Pricing Policy on the ABS website. For microdata prices refer to the Microdata prices web page.

HOW TO APPLY FOR ACCESS

Clients wishing to access the microdata should read the How to Apply for Microdata web page. Clients should familiarise themselves with the User Manual: Responsible Use of ABS CURFs and other related microdata information which are available via the Microdata web pages, before applying for access through MiCRO.

AUSTRALIAN UNIVERSITIES

The ABS/Universities Australia Agreement provides participating universities with access to a range of ABS products and services. This includes access to microdata. For further information, university clients should refer to the ABS/Universities Australia

Agreement web page.

FURTHER INFORMATION

The Microdata Entry page on the ABS website contains links to microdata related information to assist users to understand and access microdata. For further information users should email microdata.access@abs.gov.au or telephone (02) 6252 7714.

About this Release

The following microdata products are available from the Labour Force Survey and Labour Mobility, Australia, Feb 2012:

- Basic CURF on CD-ROM
- Expanded CURF via the Remote Access Data Laboratory (RADL) and ABS Data Laboratory (ABSDL)

Apply online for access to these products at www.abs.gov.au/about/microdata.

These products contain data from both the monthly Labour Force Survey and the related Labour Mobility supplementary survey.

The Labour Mobility data is in relation to people aged 15 years and over who had worked at some time during the year ending February 2012. In addition to the standard labour force data items, the Labour Mobility data provides details on labour mobility over a twelve month period ending February 2012,

People who at February 2012, had worked with their current employer/business for less than 12 months, were asked whether they had changed their employer/business in the previous 12 months. Those who had changed employer/business were then asked if they had changed their occupation, industry, usual hours worked or employment type between their last and current employer/business.

Employees (excluding owner managers of incorporated enterprises) who at February 2012, had worked for their current employer/business for one year or more were asked whether they had been promoted, transferred to a different position, changed occupation, or changed usual hours worked in the 12 months to February 2012. Employees (excluding owner managers of incorporated enterprises) who reported any of these changes were considered to have had some change in work in the 12 months to February 2012.

The microdata enables users to tabulate, manipulate and analyse data. Steps to confidentialise the dataset are taken to ensure the integrity of data and maintain confidentiality of respondents. This includes removing any information that might uniquely identify an individual, reducing the level of detail for some items and collapsing some categories.

Explanatory Notes

Glossary

GLOSSARY

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

Born in Australia

Includes persons born in Australia, Norfolk Island and Australian External Territories.

Ceased a job voluntarily

People who ceased a job voluntarily, because:

- of unsatisfactory work arrangements/pay/hours; or
- the job was seasonal, temporary or a holiday job and they left that job to return to studies; or
- they retired, started a new business, got a better job, left for family reasons.

Ceased a job involuntarily

People who ceased a job involuntarily, because:

- they were retrenched or their business closed down because of financial difficulties; or
- the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or
- they left their job because of their own ill health or injury.

Change in employer/business

People who were employed at February 2012 and, within the 12 months to February 2012, ceased working with one employer/business and started working with another employer/business in relation to their main job.

Change in employment type

Any change in employment type in relation to main job.

Change in industry Division

Any change between industry Divisions as classified by the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no.1292.0).

Change in industry Subdivision

Any change between industry Subdivisions as classified by the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no.1292.0).

Change in Major occupation group

Any change between Major occupation groups as classified by the Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, Revision 1, 2009 (cat. no.1220.0).

Change in Minor occupation group

Any change between Minor occupation groups as classified by the Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, Revision 1, 2009 (cat. no.1220.0).

Change in usual hours

Any change in the number of usual hours worked in relation to main job.

[Back to top](#)

Change in work

Employees (excluding owner managers of incorporated enterprises) were considered to have had some change in work if they had been with their current employer for one year or more at February 2012 and reported that, in the 12 months to February 2012, they had:

- been promoted;
- transferred to a different position;
- changed usual hours worked; or
- changed occupation.

Contributing family workers

People who work without pay, in an economic enterprise operated by a relative.

Current employer/business

Refers to the employer/business which the person had in the week before the interview. Where the person had more than one employer/business, the employer/business for which most hours were usually worked, was regarded as the current employer/business.

Did not change employer/business

For this publication, it mainly refers to people who were employed at February 2012 for less than 12 months, and did not work with a different employer/business in the previous 12 months. People who were working at February 2012 for one year or more could also be considered to have not changed employer/business, but are not included in data items in this survey.

Different employment type

See 'Change in employment type'.

Different industry

See 'Change in industry'.

Different occupation

See 'Change in occupation'.

Different usual hours worked

See 'Change in usual hours'.

Duration of last job

The period from the commencement of the last job up to the time the person ceased working in that job.

Duration with employer/business at February 2012

The period between the commencement with the current employer/business and the week before the interview.

[Back to top](#)

Employed

People aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
 - away from work for less than four weeks up to the end of the reference week; or
 - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
 - away from work as a standard work or shift arrangement; or
 - on strike or locked out; or
 - on workers' compensation and expected to return to their job; or
- were employers or own account workers who had a job, business or farm, but were not at work.

Employees

People who:

- worked for a public or private employer; and
- received remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, or for tips, piece-rates or payment in kind; or
- operated their own incorporated enterprise with or without hiring employees.

Employer/business at February 2012

See 'Current employer/business'.

Employers

People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.

Employment type

Classifies employed people according to the following categories on the basis of their main job (that is, the job in which they usually worked the most hours):

- Employees (excluding owner managers of incorporated enterprises);
 - with paid leave entitlements;
 - without paid leave entitlements;
- Owner managers of incorporated enterprises;
- Owner managers of unincorporated enterprises;
- Contributing family workers.

Full-time workers in main job

Employed people who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.

Industry

An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no.1292.0).

[Back to top](#)

Last job

The last job in which employment ceased during the reference period.

Level of highest educational attainment

Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken. See Appendix 1 of Labour Mobility, Australia, February 2012 (cat. no. 6209.0).for an explanation of how highest level is derived.

Level of highest non-school qualification

Non-school qualifications are awarded for educational attainments other than those of pre-primary, primary or secondary education. They include qualifications at the Post Graduate Degree level, Master Degree level, Graduate Diploma and Graduate Certificate level, Bachelor Degree level, Advanced Diploma and Diploma level, and Certificates I, II, III and IV levels. Non-school qualifications may be attained concurrently with school qualifications.

Main English-speaking countries

The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.

Main job

The job in which the most hours were usually worked.

Not employed

People who were either 'unemployed' or 'not in the labour force' as defined.

Not in the labour force

People who were not in the categories 'employed' or 'unemployed' as defined.

Not working at February 2012

See 'Not Employed'.

Occupation

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0).

[Back to top](#)

Own account workers

People who operated their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.

Owner managers

People who work in their own business, with or without employees, whether or not the business is an incorporated enterprise. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.

Owner managers of incorporated enterprises (OMIEs)

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (may also be known as a limited liability company). These people are classified as employees under 'status in employment'.

Owner managers of unincorporated enterprises (OMUEs)

People who operated their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if it does not.

Part-time workers in main job

Employed people who usually worked less than 35 hours a week (in their main job) and who did so during the reference week.

Previous job

See 'Last job'.

Promoted

A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and temporary higher duties are excluded.

Reference period

The 52 weeks up to the end of the week prior to interview.

Reference week

The week preceding the week in which the interview was conducted.

[Back to top](#)

Retrenched

People who ceased their last job because they were either:

- employees who were laid off, including no work available, made redundant, employer went out of business or dismissed; or
- self employed people whose business closed down for economic reasons, including 'went broke', liquidated, no work, or no supply or demand.

Status in employment

Employed people classified by whether they were employees, employers, own account workers, or contributing family workers.

Transferred

A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.

Unemployed

People aged 15 years and over who were not employed during the reference week, and:

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or
- were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.

Usual hours worked

The number of hours usually worked.

With paid leave entitlements

The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their current job. People employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.

Without paid leave entitlements

Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid sick leave and paid holiday leave in their current job.

Worked at some time during the year ending February 2012

For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. People who were either currently employed, or reported having worked for an employer or in their own business at some time in the previous year, were defined as having worked at some time during the year ending February 2012.

Working at February 2011

For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. Therefore, people who reported that they had a job or business one year ago were defined as working at February 2011.

Working at February 2012

See 'Employed'.

[Back to top](#)

Abbreviations

ABBREVIATIONS

ABS	Australian Bureau of Statistics
ABSDL	Australian Bureau of Statistics Site Data Laboratory
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification

CURF	Confidentialised Unit Record File
LFS	Labour Force Survey
OMIE	Owner Manager of Incorporated Enterprise
OMUE	Owner Manager of Unincorporated Enterprise
RADL	Remote Access Data Laboratory
RSE	Relative Standard Error
SACC	Standard Australian Classification of Countries
SAS	Software package for preparing and executing computerised data analysis
SE	Standard Error
SPSS	Software package for preparing and executing computerised data analysis
STATA	Software package for preparing and executing computerised data analysis

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